



## **Youth Peer Support Worker Job Description**

**Location: YMCA of Cumberland, Amherst, NS**

**Program: Integrated Youth Services (IYS)**

**Position Status: Full-time**

**Compensation: \$40,000 - \$54,561 per year**

**Reports To: Site Manager of Youth Leadership and Development**

**There is potential inside all of us – we all have it in us to shine.**

Every charity exists to help solve a problem – our charity exists to help solve many problems, from childcare shortages, social isolation, mental health issues, access to wellness, and more. Today, our network is spread across 100+ program locations in HRM and the province, meeting the most urgent needs of our communities in mental health supports, accessible childcare, supporting an increasing immigrant population, safe spaces for youth to grow and lead, helping to navigate a precarious labour market, delivering wellness programming for all, and creating community for isolated older adults.

We give people the tools, encouragement, and safe space to discover their inner strength. When they know someone's in their corner, with unconditional support, they realize they can do more than they thought possible. It's your support, expertise, and guidance that helps people ignite their full potential and shape our neighbourhoods into vibrant and healthy communities.

**With us at their side, they can Shine On.**

### **As part of your total compensation:**

- Receive a complimentary YMCA membership to our Health & Fitness facilities
- Discounts on YMCA childcare and camp programs
- 3 weeks' Vacation entitlement and paid wellness days
- Comprehensive benefits package and pension
- EFAP Program

### **About the Role:**

Integrated Youth Services (IYS) is a dynamic international and pan-Canadian movement that aims to transform how youth access and receive services for substance use, mental health issues, and other key challenges. Operating within a community-led, partnership-based model, Integrated Youth Services-Nova Scotia (IYS-NS) will offer young people and their caregivers a range of in-person and virtual services, programs, and support, in one convenient location. In doing so, IYS-NS sites will provide a coordinated response that puts youth and caregivers at the center.

Reporting to the Site Manager and working under the clinical direction of the site Mental Health & Addiction Clinician, the Youth Peer Support Worker provides individual support, mentoring, and advocacy for youth (ages 12 to 25) who are experiencing challenges related to mental health and addictions.

The Youth Peer Support Worker employs a relational, empowering, developmental, trauma-informed, and equity-focused approach to practice.

The Youth Peer Support Worker works collaboratively with youth, their caregivers, members of the Integrated Youth Services team, and others, helping youth meet established goals & objectives, and supporting changes to care plans as needed.

### **In this role you will:**



## **Youth Peer Support Worker Job Description**

Embrace a wholistic approach to youth well-being, informed by the Pan-Canadian Guiding Principles of IYS, the social determinants of health, and the principles of equity, diversity, inclusion, reconciliation, accessibility, and anti-racism (EDIRA-AR). Under the clinical supervision of the site MHA clinician, provide direct service to assigned youth, ages 12 to 25:

- Actively support youth to understand, improve, and maintain their mental and physical well-being.
- Facilitate referrals to services and programs, proactively support youth to create and maintain meaningful connections with service providers within and beyond IYS and facilitate the coordinated transfer and secure attachment of young people to adult services.
- Collaborate with youth and colleagues to establish, implement, and revise care plans and goals; support youth in achieving their goals.
- Assist with case management and crisis intervention.
- Collaborate with IYS colleagues and others to coordinate and integrate service delivery at all levels
- Where required, assist youth in entering data (identified in the minimum data set) into the IYS-NS data platform.
- Under the direction of the MHA Clinician, make use of data to guide care conversations and interventions.
- Plan and (co-)facilitate group programs for youth in order to foster social relationships and belonging, and to increase participants' knowledge and abilities regarding mental health/addiction issues, cultural heritage & identity, life skills, and well-being (defined wholistically).
- In collaboration with the provincial Youth and Caregiver Engagement Coordinator, organize and support the site-based Youth Advisory Committee.
- Assist in developing and implementing youth peer support initiatives within the IYS site.
- Actively nurture and support formal and informal opportunities for youth engagement, personal development, peer support, and leadership.
- In accordance with an established site outreach plan, proactively engage with youth and young adults in the community who may benefit from IYS, in order to develop a rapport and introduce them to IYS.
- On an ongoing basis, work with site management and coworkers, IYS coalition member organizations, Youth and Caregiver Advisory Committees, Collaborating Service Providers, and the IYS-NS Provincial Leadership Team, to ensure that the Pan-Canadian Principles of IYS guide all aspects of site operations.
- Maintain timely and accurate electronic case documentation.
- Take part in IYS planning, development, team-building, research, evaluation, and quality improvement initiatives (locally, provincially and occasionally nationally).
- Take part in relevant committees, working groups, and IYS-NS Communities of Practice.
- Take part in regular performance appraisals and employer/IYS-NS training and professional development.
- Act professionally and ethically, following all organizational and IYS-NS policies procedures, applicable legislation and regulations, and professional standards and code(s) of ethics
- Assist with the reception, welcome, and drop-in functions of the IYS-NS site.



## Youth Peer Support Worker Job Description

- Other duties as required.

### Education and Skills Qualifications:

- Successful completion of a diploma in Child and Youth Care from an accredited college or university required.
- Specialization in mental health and addiction issues preferred.
- Minimum one (1) year of experience working with adolescents or young adults (age 25 and younger) required, preferably in mental health/addiction services; two years preferred.
- Demonstrated ability to develop and maintain a strong, positive relationship with youth who are struggling with addiction and/or mental health challenges required.
- Demonstrated well-developed knowledge and skill in the areas of equity, diversity, inclusion, reconciliation, accessibility, and anti-racism (EDIRAA) required.
- Demonstrated knowledge of and commitment to trauma-informed care and person-centred care required.
- Demonstrated excellent skills in communication, conflict resolution, de-escalation, and crisis intervention required.
- Demonstrated skills in role modelling, mentoring and youth development required.
- Demonstrated ability to take direction, and to work both independently and collaboratively, required.
- Demonstrated ability to work as part of an interdisciplinary team required; previous experience working in an integrated service delivery model preferred.
- Demonstrated excellent creative problem-solving skills, tenacity, and judgment, especially when confronted with barriers to service access or engagement, strongly preferred.
- Demonstrated ability to identify emerging youth & family needs, priorities, opportunities and risks, communicate this to clients and colleagues, and provide timely supports & intervention required.
- Demonstrated ability to prioritize workload, be flexible in response to changing demands, and ensure effective organization and time management required.
- General knowledge and skill using email and MS Office computer applications, managing electronic files, and conducting online searches required.
- Willingness to lead group programs required; prior group facilitation training and/or experience preferred.
- Demonstrated ability to maintain timely and accurate client records required.
- Ability to provide services in person, via text & telephone, and virtually (from the IYS site) required.
- Lived or living experience with mental health issues and/or addiction considered an asset.
- Competencies in other language(s) an asset.

### To Apply:

Please apply online **by January 23, 2025** at [administration@cumberland.ymca.ca](mailto:administration@cumberland.ymca.ca)

Please note that all successful candidates are required to provide:

- Criminal Record Check, Vulnerable Sector Check, and Child Abuse Registry Check (less than 6 months old), if 18 years of age or older
- Attend all required Child Safeguarding Training and undergo all Child Safeguarding Policy requirements in the assigned timeframes



## **Youth Peer Support Worker Job Description**

- Valid First Aid and CPR Certificate (or willingness to obtain within 3 months of employment)
- Proof of Naloxone training within the last 12 months (or willingness to obtain within 3 months of employment)
- Current certification in Non-violent Crisis Intervention (or willingness to obtain within 3 months of employ)

Please note, Background checks are reviewed on an individual basis – offenses, if any, are based on role and Child Safeguarding requirements, and may not eliminate candidates from employment at our YMCA.

At the YMCA, we are committed to fostering a diverse, inclusive, and equitable workplace where every team member feels valued, respected, and empowered to bring their full, authentic selves to work. We believe that a variety of perspectives, backgrounds, and experiences enrich our YMCA, enabling us to better serve our communities and fulfil our YMCA Purpose. As an equal opportunity employer, we welcome applications from individuals of all backgrounds, including Black, Indigenous, People of Colour, racially diverse, 2SLGBTQIA+ individuals, gender-diverse people, people with diverse abilities, members of ethnic minorities and faith groups, foreign-born residents, and veterans to apply.

If you require accommodation during the hiring process, please inform us in advance to arrange reasonable and appropriate accommodation.